

The Academy Connection

Where South Carolina Law Enforcement Training is Defined

S O U T H C A R O L I N A
C R I M I N A L J U S T I C E A C A D E M Y



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Graduates of the FBI National Academy 247th Session

By: Florence McCants



Captain Bradley Douglas
Fairfield County Sheriff's Office



Lieutenant Philip A. Kestin
Aiken Department of Public Safety



Major Florence O. McCants
SC Criminal Justice Academy

Bradley Douglas, Philip Kestin, and Florence McCants were three of two hundred and sixty six law enforcement officers from around the world who recently graduated from the 247th Session of the FBI National Academy in Quantico, Virginia. The National Academy 247th Session began October 3rd, 2011 and culminated with the graduation ceremony on December 16th, 2011. The Director of the FBI, Robert S. Muller III was the principal speaker at the ceremony.

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Director's Message Hubert F. Harrell

The Academy continues to press forward with its renovations as well as its fine tuning of our new twelve week curriculum. Both have been challenging at best and considering the constraints imposed by a reduction in revenues,

budget cuts and increased costs, we are managing to get the job done.

I am extremely excited about the renovations going on in our main cafeteria. There were a lot of hidden structural problems

that caused us some delay, but we anticipate completing the project by July. It will then be back to Chicken Tuesdays but in a much more modern setting. Our law enforcement officers and staff deserve no less.



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The 247th Session of the National Academy consisted of men and women from all 50 states, 26 international countries, 4 military organizations and 3 federal civilian organizations. Internationally known for its academic excellence, the National Academy Program, held at the FBI Academy, offered 11 weeks of advanced investigative, management and physical fitness training for selected officers having proven records as professionals within their agencies. Training for the program is provided by FBI Academy instructional staff, Special Agents, DEA staff and assisting staff from the University of Virginia whom hold advanced degrees, many of whom are recognized internationally in their fields of expertise. In addition to completing several college classes (including ethics, leadership, and labor law), they all finished the physically challenging "yellow brick road" program that concludes with a Marine Corps obstacle course and 6.1 mile run.

Director's Message Continued

Misty Sorell has retired and chosen to continue her education as well as doing some mission work for her church. While she will be sorely missed here at the Academy, we wish her nothing but the best life has to offer. Jim Crosland has taken over the duties of Basic Training Coordinator and Mario Evans is now the evening Student Cadre Officer.

I have personally come out at night and on weekends to check on the facility and our security personnel and I am pleased with the attentiveness of the security personnel. They have challenged me each time I came on campus and I have observed them making their rounds with quiet proficiency.

The proposed legislation dealing with the retirement system has created a great deal of apprehension within our ranks. I'm not certain that the Legislature has completely finished with their work on the revamping of the retirement systems, but retirement is an individual decision and each employee must choose which course of action is best for them and their families.

The question that has been posed to me is whether or not we will allow retirees to return to work in their present position, return in another position, or not be allowed to return at all. There are two schools of thought on this matter and I have considered both. The first seems to come from factions who feel

that retirees should just vacate their positions and make room for those who are coming behind them. The other factions are those persons who are eligible or close to retirement due to age or time in service, who feel that they are not only more qualified to occupy the position they are in but that they have earned their retirement through diligence and loyalty, and should not be excluded from remaining at their job because they exercised their right.

There are valid arguments to be considered from each side of the situation, but the legislature has already opened that door through the TERI program and the PORS program, which allow retirees to return to duty. There have been several guidelines presented by the Legislature and State HR as well as statutes that guide us how best to handle this situation, but nothing that takes the decision out of the hands of the Agency Heads who make the final decisions regarding personnel matters.

My decision is that I will follow those guidelines provided by the State as well as what I believe to be in the best interest of the Academy in accomplishing its mission. I will evaluate personnel issues such as retirement, on a case by case basis. The needs of the Academy will be my first priority because our mission is critical. We are here only to serve the field. To do that, we must

have the most competent instructors and support staff we can find, or that we can afford. I will therefore evaluate each request to remain at the Academy by persons who choose to retire on an individual basis. My decision will be driven by the needs of the Academy, the past performance of the retiree, and our financial position.

There will be no guarantee that retirees will return to the same position they occupied prior to retirement nor will the salary be the same. We will allow retirees to remain as a member of our staff for three years after their retirement date, at which point they will be required to vacate that position. Retirees will also not be eligible for advancement to a higher grade or position. I hope this clears up some of the trepidation by some of the staff. It is important to remember that the mission of the Academy is to provide training to the law enforcement community. That is our priority.

For those who have given less time than the ones who retire, I remind you that experience is the cornerstone of our profession. Sometimes the most valuable lessons are taught, not from a text book, but from someone who has experienced what they are teaching. Our students deserve no less.

The Academy is pleased to announce that the SC Reserve Officer Training curriculum is available for distribution once departments are approved to provide training. Topics in the revised program have been expanded and new topics have been added. The new curriculum consists of 162 hours. All forms have been updated and are located on the Academy website. Old forms will no longer be accepted.

All Legals and CDV topics have been recorded and those materials will be available on-line to approved training departments. The on-line access will require a User ID and Password (assigned by the Academy Standards Unit) that will not be valid after the ending date of the training. The on-line access will reduce costs associated with providing recorded materials. DVDs will not be provided.



The training entity must have a computer with Windows Media Player in order to view/show the materials. Copying the media files is prohibited due to copyright issues.

A new SC Reserve Officer Training Administrative Guide for 2012 has been developed and is available on the Academy website. Chiefs, Sheriffs, Agency Heads, and Reserve Liaisons should read it thoroughly as there are numerous changes. Please pay close attention to the following:

1. Requirements for Reserve Officers

- with a break in service;
2. Requirements for Basic and Advanced Constables transferring to Reserve status (still under review);
3. Testing process; and
4. The Reserve Officer's training file, In-Service and Annual training requirements, and work hours.

Testing for the reserve candidates will be offered at the Academy on the first and third Wednesday of each month beginning at 1:30 p.m. The reserve liaison must contact the CJA Standards Unit to preregister the reserve candidates.

If you have questions, you may contact Kathy Danielsen, Standards Program Coordinator, at 803-896-7843 or via email at kmdanielsen@sccja.sc.gov or William A. Floyd, Jr., Manager, Instructional Standards and Support at 803-896-7724.

From the Office of Human Resources

Retirement Information Seminar

George Hazin, Manager, with the South Carolina Retirement System was our guest speaker on Wednesday, March 28, 2012. This information seminar was made available to all Academy and SLED staff. Several employees participated to hear George speak regarding eligibility to retire, types of service you may purchase and much more information about things to consider when planning for retirement. You may visit the SC Retirement System in person to discuss eligibility. Please remember that it is also important to check with the Employee Insurance Program regarding eligibility for retiree insurance when considering retirement. They are located at 1201 Main Street, Suite 300 in Columbia or you may contact them at 734-0678.

Health Screening

The Human Resources Department hosted a health screening for employees and spouses on Tuesday, March 27, 2012 provided by the staff of HealthWorks. We had 53 participants. This included employees from the Forestry Commission, SLED, as well as Academy employees. Each participant had their blood drawn, weight and blood pressure taken. They also completed a wellness profile. Employees will receive their results in the mail and it will have lab results along with an analysis of their specific health risk factors and recommendations for improvement. This service is offered yearly to health plan subscribers and their covered spouses and is a great deal for a \$15 copay.

Secure Wireless Computerized Testing Network Implemented In Two Areas Of Basic Training At The Academy

By: Bill Floyd

In the January 2012 edition of *The Academy Connection*, Director Hubert Harrell stated that he was "really excited about the progress made in advancing our testing capability ...(by) initiating computerized testing, bringing us closer to eliminating the need for huge amounts of paper and providing a more efficient method of recording grades."

After almost two years of research, months of equipment specification and procurement, testing instrument configuration/reconfiguration and several rounds of alpha and beta testing involving Academy staff members and actual basic training students, we are again excited and pleased to announce that secure wireless network-based computerized testing has become a reality and has been implemented in two mandated areas of primary basic certification training – Basic Law Enforcement and Basic Telecommunications.

The testing, troubleshooting and implementation efforts have been the collective collaborations of the Instructional Standards and Testing, Information Technologies and Basic Training Sections and could not have happened without the support and commitment of the Academy Administration.

This testing method has been fully implemented and went "live" on March 22nd in Basic Telecommunications beginning with class #164 and has, as a result, eliminated the need for paper/pencil testing in this discipline.

Testing via the secure wireless network-based testing system has been partially implemented in Basic Law Enforcement training and went live on March 16th with class #584. BLE 584 will take all of their written tests – six academic unit tests, two defensive tactics tests and two traffic safety tests – via computer.

Outside of a few technical glitches that were discovered through the testing processes and subsequently corrected, the introduction of the computer-based testing in both areas of training went off with very few hitches.

It should be noted, however, that at present the Academy, due to budget considerations, does not have the financial resources to expand the network-based testing protocol beyond all Basic Telecommunications classes and one Basic Law Enforcement class at a time.

That may be the bad news. The good news is that it has been proven the secure wireless network-based system works, that it is efficient, economical and easily expandable.

Please note the next Basic Law Enforcement offering that is scheduled to be tested entirely via computer is Basic Law Enforcement Class #588, which reports on Sunday, June 3rd and trains from June 4th through August 31st.



Basic Law Enforcement Class 584 students look pensive as they concentrate on their Unit 2 academic test administered on wireless networked netbook testing instruments.

We hope to expand secure network-based computerized testing to fully encompass all testing in all mandated areas of primary basic certification training – Basic Law Enforcement, Basic

Telecommunications and Basic Jail.

Ideally, some day in the not too distant

future, all academic "written" tests in all subject areas – both basic and advanced – will be administered through secure wireless networked systems.

We at the Academy, again collectively, are diligently working on this. And again, to quote Director Harrell, this is a "positive change in what we do."

Should additional information be required, please do not hesitate to contact Bill Floyd at 803.896.7724 (wafloyd@sccja.sc.gov) or Donald Noe at 803.896.7956 (dfnoe@sccja.sc.gov).

Contact Distance Shoot and Evade Drill

By: Kevin Gilliam

A deadly force shooting situation is a position in which no officer wants to find themselves. Often however, we do find ourselves in exactly that spot. According to FBI UCR statistics, between 2001 and 2010, 498 officers were killed by firearms. 333 of those shootings (67%) occurred within a 10 foot radius.

During the fifth week of Basic LE training, recruits are exposed to the fundamentals of shooting such as proper sight picture, correct trigger manipulation and the nuances of their particular weapon system in order to build a sound platform, which they will be able to expand into a tactically sound shooting base that includes proper stance, draw, malfunction correction, tactical and combat reloading, alternative shooting positions and use of cover. Due to the nature of the curriculum during this week, student shooters work in a static line and focus mainly on building that proper shooting base.

As experienced law enforcement officers, we know that shooting situations are seldom static events. There are numerous highly important issues that must be taken into account during training to ensure that the officer involved in this situation has the best chance at success. At least one of these issues

is the reaction to a sudden imminent threat at contact distance. A 10 foot radius is just over 3 paces and a motivated suspect can cover that distance in what would seem like the blink of an eye. An unprepared officer might be caught off guard from this distance, but the prepared officer will be much more apt to thwart the same attack. To address an issue such as this, the turning reaction target system was created, built and installed on range 3 to assist in the 12th week training for advanced firearms. This manually operated turning target system was designed by James Vaughan and Kevin Gilliam and built with the help of Dave Bess' crew. The system is made up of a set of cables and pulleys with an automatic return system that is set up to simulate a deadly threat presented at contact distance, and is actually called the contact distance shoot and evade drill. Far from the "speed rock" so popular in the past, student shooters are taught to engage the threat from a tucked position at close range to secure the weapon and immediately move laterally to create distance and get off the line of attack. As the student shooter moves rearward creating distance from the suspect, the weapon can move upward and away from the student's body allowing for a proper sight picture to

be obtained when the distance away from the suspect allows. In this manner, the student maintains the support side hand to be used if needed to create distance through a strike or distraction technique on the suspect and impresses upon him/her that, at closer distances, the weapon can be operated in a tactically sound manner from a position other than locked out in front of his/her body, which could potentially allow a motivated suspect access to that weapon.

We expect that 12th week students have a firm grasp of the basics. Only by expanding on basic shooting tactics during the 12th week, can we feel that these new recruits have an idea of what might be required of them when they leave the friendly confines of the Academy for the real world dangers that potentially await them. Through the use of such techniques as the contact distance shoot and evade drill, we continue to provide forward thinking training methods that new officers are able to add to their knowledge and skill base.

JP Strom Award Winners January - March 2012



BLE 577
Morgan P. Messina
Mt. Pleasant Police Department



BLE 578
Christopher I. Black
Charleston Police Department



BLE 579
Danielle E. Knott
Myrtle Beach Police Department



BLE 580
Steven J. Mullinax
Blacksburg Police Department



BLE 581
Sarah K. Clayton
SC Department of Revenue

Bert Friday Award Winners January—March 2012



BJ 311
Michael A. Arnett
Lexington County Detention Center



BJ 313
Jeffrey D. Roberts
Greenwood County Detention Center



BJ 313
Joshua A. Sleister
Edgefield County Detention Center

Basic Class Information

Basic Law Classes

B585 April 2–June 1, 2012
B586 April 23–July 20, 2012
B587 May 14–August 10, 2012
B588 June 4–August 31, 2012

Limited Duty May 21–31, 2012

Basic Jail Classes

BJ 314 April 9–27, 2012
BJ 315 May 7–25, 2012
BJ 316 June 4–22, 2012

Basic TCO (formerly E-911)

BTCO 165 April 23–May 4, 2012
BTCO 166 May 21–June 1, 2012
BTCO 167 June 4–15, 2012

REGISTRATION

BASIC LAW AND BASIC JAIL OPEN REGISTRATION

Registration is open Tuesday-Thursday from 9:00 am to 3:30 pm. Some things to remember when coming to register:

- Please use the current Checklist and Registration forms. They can be found on the website at <http://www.sccja.sc.gov/6Forms/default.aspx>.
- All forms must be completed in their entirety to successfully register a candidate. This includes TB Skin Test results.
- Candidates are registered on a “first come-first serve” basis.

If you need further assistance, please contact Maggie Corne at MLCorne@sccja.sc.gov or (803)896-7836 for all Basic Law Enforcement Registration, Basic Jail Registration and Basic Telecommunications Registration.

ADVANCED TRAINING REGISTRATION

The 2012-2013 Training Catalog is posted on the website under the Training tab. Registration will open 90 days before the class start date. Officers will be able to go into ACADIS to review their training, but **only** the agency's Training Officer will be allowed to enroll candidates into classes. To view the classes candidates are currently enrolled in, look up the candidate's name, scroll down the page to the Training Section, click on the + box in front of Upcoming, Ongoing & Unconfirmed. This will show you all of the classes the candidate is currently enrolled in.

To cancel a registered candidate from a class, please email the candidate's name, Academy ID Number and the class name and date of the class he/she is registered in. Contact information can be found in the Training Catalog on our website.

Welcome Our New Employees



Debbie Bryant
Human Resources



Shari Driggers
Instructor
Police Science

Congratulations Retirees



Champ McGee
Food Services Manager



Misty Sorell
Basic Training Coordinator

EMPLOYEE SPOTLIGHT

Captain John Yarborough, Basic Training Manager, for the South Carolina Criminal Justice Academy was appointed to the rank of Command Sergeant Major effective March 15, 2012 with the US Army. His new assignment will entail working with 1-349 Combat Service Support Battalion located at Fort Gordon, Georgia. He will serve as the Chief Advisor to the Battalion Commander.

Yarborough has for the past three years served as the Operations Sergeant Major for the 2nd Brigade 98th Division at Fort Jackson, South Carolina.

Yarborough has been a member of the United States Army Reserves for the past 24 years. Prior to that he served in the National Guard for 8 years, during which time he has earned numerous awards and achievements.

He served one tour of duty in Iraq for one year in 2006-2007, at which time he earned the Bronze Star Medal.

Let's all congratulate our own Captain Yarborough on his new command position.



Going Bald for the Cause

For the second year the South Carolina Criminal Justice Academy participated in the St. Baldrick's Event on Saturday, March 24, 2012. The event took place at Jillian's located at 800 Gervais Street, Columbia, South Carolina.

The St. Baldrick's Foundation is a volunteer-driven charity committed to funding the most promising research to find cures for childhood cancers and give survivors long and healthy lives. The St. Baldrick's event focuses on volunteers who shave their heads as a symbol of standing in solidarity with children who have cancer.



Those who participated as shavees were Michael Baker, Jimmy Fennell, Chris Montjoy, Bill Floyd, Scott Franklin, his son Gabe, and James Crosland and his son Little Jimmy.

Those who shaved were Monica Yarborough, Lauren Orris, Natalie Crosland (Jimmy and Little Jimmy), Elizabeth Baker (Michael), Ami Franklin (Scott and Gabe) and Bill's son, Patrick Floyd. As you can see, we turned the affair into a family event.

The team had its own unique cheering squad of Kendra Brown, Michelle Collins and Bruce Hancock. There were even Basic Law Enforcement students of class 582 there to cheer the participants on as well. The team raised a total of \$817.00 with the help and support of Basic Law 582 and Basic Jail class# 312 and 313.